

SALARY EQUITY COMMITTEE
Campus Commons 2200
January 22, 2024 | 3:00-4:00 p.m.
MINUTES

Present: Fischer, Greene, Kyle, Loveless, Schaberl, Senbet, Shafie, Stutler, Vaughan
Via zoom: Applegate, Barkley, Cobb, McCamey
Absent: Bauer, Wiegand

Call to Order 3:01

Chair's Announcement

Chair/director compensation model

- Kyle met with the deans to discuss the model. Deans have expressed their interest in working on the model and will take over the work under the SEC's stipulations.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan
- **Compensation outcomes reports**
 - The compensation outcomes report is not ready and will take several weeks until we receive it.
 - IM&T will work to gather data and Kyle is requesting information about the planned data collection. Collecting the correct data will hopefully result in an accurate and consistent model.
- **Adjunct pay policies**
 - Working with Barkley on these policies
 - Adding an inflation factor and initiating a self-study are items that are being considered in the policy.

DISCUSSION:

- Update SEC bylaws
 - 2.B:
 - Remove "full and part-time" and add "including adjunct faculty."
 - Change "exempt" to "professional administrative"
 - C.1:
 - Add "Adjunct faculty pay rates will be evaluated based on local peers."

MOTION: To the changes of bylaws.

VOTE: Approved unanimously by voice vote.

Changes will be sent to codification for approval.

New Business

- **Language changes in compensation letter / inflation discussion (Schaberl)**
 - Philipp suggested using an inflation adjustment instead of a flat rate.
 - Some faculty members stand to lose money if a flat rate is used.
 - The inflation data is free, simple, and convenient.

- Kyle has a different take on the topic and shared that faculty with lower salaries will not experience as much benefit as those with higher salaries.
- Greene suggested we wait until 100% of parity is reached then consider the inflation factor.

Comments to the Good of the Order
Adjournment 3:59pm